



CALIFORNIA

Technician/AGR Administrative Instruction

National Guard Technicians - CAL NG Active Guard/Reserve

MILITARY DEPARTMENT

**P. O. BOX 269101
Sacramento, CA 95826-9101**

NUMBER

03-23

NO EXPIRATION DATE

12 May 2003

STANDARDS OF CONDUCT AND ETHICS FOR TECHNICIANS

1. In accordance with Title 32 United States Code § 709, The National Guard Technician Act of 1968, full-time Technicians are required to be (1) a military technician (dual status) (2) members of the National Guard; (3) hold the military grade specified by the Defense Secretary concerned; and (4) while performing duties as a military technician (dual status), wear the uniform appropriate for the member's grade and component of the Armed Forces.
2. Congress enacted the National Guard Technicians Act primarily to enable the National Guard to carry out its military mission, to make technicians eligible for federal retirement and fringe benefits. Since the organization and administration of the technician program is largely within the military framework of the National Guard, there is great emphasis on uniformity, discipline and esprit de corps in the technician program. In addition, it is imperative that we provide the proper military environment for training the part-time force, which often takes place during the technician work week, and to promote the ability of our full-time force to make a quick transition to active duty status when required. National Guard technicians must perform to stringent military standards as to the continual readiness of equipment and personnel for deployment to meet the needs of the national defense and civil emergencies. This is reflected in the requirement for excepted technicians to maintain compatibility and military membership and to wear the uniform as a condition of employment.
3. Public Law 104-106 and Technician Personnel Regulation 300-302.7 requires all excepted technicians to wear the military uniform appropriate for the service branch of employment and federally recognized grade, and to do so in accordance with regulations pertaining to grooming standards and wearing of the military uniform (AR 600-9, AR 670-1 and AFI 36-2903). The proper wear of the military uniform includes wear of the proper military rank and does not include unauthorized additions or accoutrements.
4. Inherent of the Law and Department of Defense directive 5500.7 and Technician Personnel Regulation 735 are prescribed standards. Technicians are expected to maintain high standards of honesty and integrity on and off duty hours. Grooming and uniform standards will continue to be enforced. Technicians are reminded to refrain from relationships between members that violate the customary bounds of acceptable behavior, to include fraternization and other unprofessional relationships, due to the impact on good order, discipline, respect for authority, maintenance of unit cohesion, and mission accomplishment. Although supervisors are ultimately held responsible for those under their supervision, these standards are the responsibility of each member. How we appear and present ourselves as a military organization and as individuals can affect our public image and our survival as a National Guard organization.

5. Finally, here are some basic Codes of Ethics to follow that apply to any person in Government service:

- a. Put loyalty to the highest moral principles and country above loyalty to persons, party, or government department.
- b. Uphold the Constitution, laws, and regulations of the United States and of all governments therein and never be a party to their evasion.
- c. Give a full day's labor for a full day's pay: giving earnest effort and best thought to the performance of duties.
- d. Seek to find and employ more efficient and economical ways of getting tasks accomplished.
- e. Never discriminate unfairly by the dispensing of special favors or privileges to anyone, whether for compensation or not; and never accept, for yourself or family, favors or benefits under circumstances which may be construed by reasonable persons as influencing the performance of governmental duties.
- f. Make no private promises of any kind binding upon the duties of office, since a government employee has no private word that can be binding on public duty.
- g. Engage in no business with the government, either directly or indirectly, which is inconsistent with the conscientious performance of governmental duties.
- h. Never use any information gained confidentially in the performance of governmental duties as a means of making private profit.
- i. Expose corruption wherever discovered.
- j. Uphold these principles, ever conscious that public office is a public trust.

6. Should you have any questions concerning this subject please contact Ms. Nancy Hamilton at CAGNET 6-3411, DSN 466-3411 or (916) 854-3411.

FOR THE ADJUTANT GENERAL:

STUART D. EWING
First Lieutenant, CA ANG
Human Resources Management Specialist

DISTRIBUTION:

Army: TA

Air: TA